



## Our Performance in 2023

# 1.47

Total Recordable Injury Frequency Rate (31% improvement from previous year)

# 89% Level A

rating for the TSM Health and Safety protocol indicators (self-assessment)

# 4 of 8

sites had no lost-time injuries in 2023

### Key Highlights

- Beat all of our 2023 safety targets
- Achieved a Level A rating for 89% of the TSM Health and Safety protocol indicators
- Completed safety evaluations of all sites against ISO 45001
- Introduced new accident investigation program and training to better identify root causes of safety incidents
- Delivered 57,000+ hours of health and safety training to our workforce

### Summary

In 2023, we achieved a Total Recordable Injury Frequency Rate (TRIFR) of 1.47 per million hours worked (2022: 2.12), beating our 2023 target of 3.25 or less. This performance puts us in the top quartile of our peers. Similarly, we had a Lost Time Injury Frequency Rate of 0.34 (2022: 0.34), beating our 2023 target of 0.63.

Despite these strong results, and after more than five years with no fatalities, Equinox Gold had one fatality during 2023. The incident occurred during

work on the Santa Luz TSF. No other personnel were injured, and a site-wide safety stop took place, including three full days of safety refresher training for the Santa Luz workforce, before restarting operations. This tragic loss is a reminder that constant safety vigilance is required to achieve our corporate vision of a zero-harm workplace.

In 2023, we continued working to meet industry best practices. We completed evaluations of all operational sites against the

ISO 45001 international standards for Occupational Health and Safety Management. We also worked towards achieving 100% compliance with the Level A rating of the TSM Health and Safety protocol indicators. We reached 89% compliance, up from 86% in 2022, making notable improvement in the areas of effective planning for managing health and safety controls, training, and our site's overall health and safety performance.

After introducing new corporate incident management and reporting software in 2022, we expanded its application in 2023 to enhance management access to data, including safety inspections, audits and risk management. Our Greenstone team implemented the software in mid-2023, and we can now access consistent, comprehensive data from all Equinox Gold sites. We also implemented a permit management module to help ensure our adherence to all regulatory requirements. Additional technologies introduced during the year to support our efforts included a Company-wide Health, Safety and Environment intranet on which all our sites can share timely communications about health and safety risks, incidents and best practices.

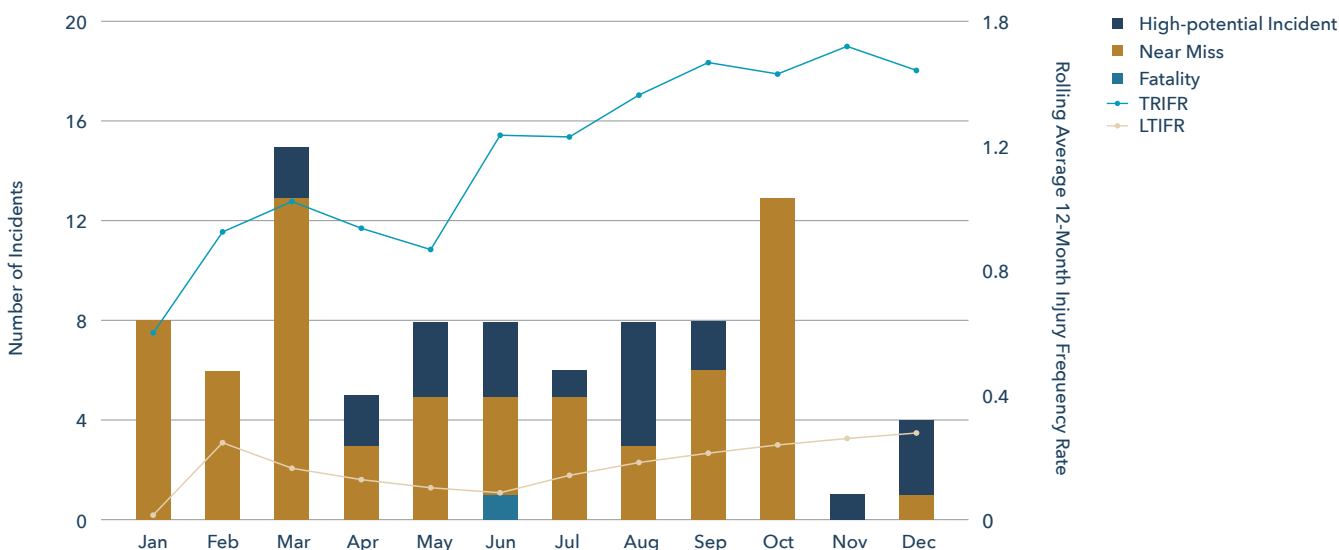
We continued to strengthen our health and safety processes and approaches, which included the introduction of the 'Taproot' incident investigation methodology. This leading industry-wide program helps management identify the root causes of incidents to improve investigation quality and identify effective corrective actions that can prevent future recurrence. With our Brazilian and Mexican sites now leveraging this program, we are already seeing a reduction in repeat incidents and plan to introduce it soon at our USA and Canadian sites.

Training is also critical to maintain a safe and healthy workplace. In 2023, we provided 57,564 hours of health and safety training across our sites for topics such as emergency response, safety orientation, first aid, cyanide code, fire brigade, confined

space and mobile equipment, among others. In addition to conducting emergency response exercises at all our sites during the year, we also completed a corporate crisis management drill in November 2023 to test our corporate team's emergency response capabilities.

While we had excellent safety performance in 2023, we did experience high-potential incidents (HIPO), 'near misses' and repeat events. To support the learnings from our HIPO review meetings, which include site health and safety personnel and corporate senior management, we introduced root cause analysis training along with our new software system, enabling us to focus on root causes, identify adverse trends, and generate corrective action to prevent recurrence.

**2023 CONSOLIDATED TRIFR, LTIFR AND NEAR MISS**





Employees in Brazil getting ready to set out for a health and wellness hiking activity



Family fun golf event at Greenstone Mine



Corporate Office Fierce Females Team from the Power to Summit fundraiser

We held a variety of activities in 2023 to support the overall health and wellness of our employees.

- In Brazil and Mexico, we held breast cancer awareness and screening events.
- In Brazil, we implemented the Equilibrium Program to support employee well-being through physical activities such as hiking, yoga, gymnastics and employee memberships with local health clubs.

- In Mexico, we held a soccer tournament among our employees, contractors and union members, in which 12 teams and 296 players took part.
- In Canada, we promoted a family fun golf event at the Kenogamisis Golf Course. The event had 16 teams participating in the Scramble Tournament and Kids Putting Contest.
- In Vancouver, four employees took part in the BMO Half Marathon

to fundraise for the Canadian Mental Health Association and 12 employees joined the Power to Summit hiking event to fundraise for the Power To Be non-profit organization.

**2022 AND 2023 SAFETY PERFORMANCE BY SITE**

	AIFR		TRIFR		LTIFR		HIPO AND NMI		FATALITY	
	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023
Greenstone	27.05	32.24	4.08	2.39	0	0.30	0	0	0	0
Mesquite	1.44	6.12	1.44	1.53	0	0	6.00	5.00	0	0
Castle Mountain	22.52	15.90	11.26	7.95	0	0	0	0	0	0
Los Filos	11.94	7.95	2.17	0.68	0.54	0.51	29.00	13.00	0	0
Aurizona	5.03	2.31	1.89	1.28	0.63	0.26	0	49.00	0	0
Fazenda	2.82	1.80	0.80	1.08	0	0.72	2.00	0	0	0
RDM	3.88	3.42	2.22	1.71	0.55	0	20.00	10.00	0	0
Santa Luz	13.27	4.61	2.21	2.30	0	0	11.00	12.00	0	1.00
Total	10.48	9.34	2.12	1.47	0.34	0.34	68.00	89.00	0	1.00

AIFR: All Injury Frequency Rate

TRIFR: Total Recordable Injury Frequency Rate

LTIFR: Lost Time Injury Frequency Rate

NMI: Near Miss Incident

HIPO: High-potential Incident



## Health and Safety: 2023 Highlights from Our Sites



### RDM

- 3 million hours worked without a lost-time injury (LTI)
- Implemented vehicle inspection and monitoring program to target top incident trends
- Introduced on-site medical and physical exams for all employees



### Fazenda

- Implemented the "Safety Culture Maturity Curve", which focuses on managing proactive, leading safety indicators
- Achieved Level A in all TSM Safety and Health protocols, with one indicator reaching Level AA and another Level AAA



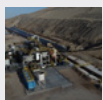
### Aurizona

- Won the COO's Safety Award for most improved site with a TRIFR of 1.28
- Began integrating a site management system that conforms to ISO 45001 and ISO 14001
- Implementation of a weekly "Safety Walk" program involving employees, contractor safety technicians and managers
- Achieved a level A for all TSM Health and Safety indicators



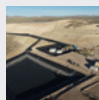
### Santa Luz

- Launched 'Happy Worker/Happy Family' safety program to encourage family member involvement and training to promote workplace and home safety
- Focused on improving contractor health and safety performance with a field behavioural audit, new policies, safety campaigns and training



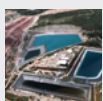
### Mesquite

- No LTIs in 2023 (and none in past seven years); achieved a low TRIFR of 1.53
- Supporting a strong safety culture through its visual felt leadership program where supervisors and managers engage actively with crews in safety meetings and discussions job risks in the field



### Castle Mountain

- Improved health and safety management systems in support of cyanide code certification
- Collaborated with Mesquite Mine on health and safety programs and emergency response team training



### Los Filos

- Won the Chairman's Safety Award for the site with the lowest TRIFR of 0.68
- Trained 99 employees as First Responders in First Aid and Fire Suppression with the Mexican Red Cross
- Reduced the number of high potential safety incidents by over 77% through focused health, safety and risk awareness campaigns



### Greenstone

- Achieved LTI frequency rate of 0.30 and has had only one LTI with more than 6.4 million hours worked project to date
- Established Joint Health and Safety Committee to represent all site workers
- Creating Safety Learning Teams that participated in investigations and gave ownership to the workers to find suitable corrective actions